

Stakeholders Engagement Policy



Sikarin Public Company Limited

Stakeholders Engagement Policy

Sikarin Public Company Limited (the "Company") adhere to behave as a good citizen of society. By conduct business by respecting the rights and treating stakeholders fairly, listening to opinions or concerns, and building understanding with stakeholders. Promote constructive cooperation on matters of interest to stakeholders as well as contribute to social and environmental development so that the Company can operate its business sustainably.

Stakeholder means:

Individuals or groups of persons who are directly or indirectly affected by the Company's business operations, or have any interest in the Company's business operations, or influence any person who may cause an impact on the Company's business operations, such as customers, employees, communities, society, shareholders, business associates, etc.

Stakeholder Action

1. Determining, classifying, and analyzing stakeholders

Clearly classify and group stakeholders according to the relevance of the business so that the risks and direct and indirect impacts on each stakeholder group can be analyzed completely and clearly. It recognizes that each stakeholder has different perspectives and expectations. Therefore, it is important to formulate a strategy and prioritize the steps to take action for each stakeholder group differently.

2. Communication Strategy

Communicate closely and create regular understanding with stakeholders in order to achieve an accurate understanding that will lead to a good relationship and gain the trust of stakeholders by defining communication strategies, methods, formats, and procedures that are appropriate to the stakeholder groups, situations, timelines, and cultures in each locality, which may be determined based on the level of damage that may occur or the benefits that may be lost if ignored or not implemented.

3. Disclosure of Information

Disclose accurate, unambiguous, transparent, and thorough information to ensure adequate information receiving, for example, disclosing useful information at the right time. Disclose the true purpose of the data and ensure a transparent process for reporting information to stakeholders. However, in disclosing information, consider the appropriateness and must comply with the rules of the Stock Exchange of Thailand.

4. Participation

Provide opportunities for stakeholders to participate in matters that affect stakeholders. Provide channels to receive suggestions and complaints from stakeholders, as well as welcome to listen and exchange opinions with stakeholders in a constructive manner to inform their opinions. Discussions and exchanges of opinions with stakeholders must take into account differences that may affect the expression of opinions, such as age, gender, education, experience, attitude, etc.

Guidelines for various stakeholder groups

1. Customers

The Company is committed to providing users of products and services with the utmost benefits and satisfaction, both in terms of quality and fair prices, as well as aiming to develop and maintain sustainable relationships with the following guidelines:

- 1.1 Deliver products and services that meet the needs of consumers and those around them, as well as contribute to creating a good quality of life and promoting sustainable social growth.
- 1.2 Innovation, research, and continuous development to obtain high-value, quality, and customer needs in various dimensions.
- 1.3 Develop environmentally friendly products and services with the aim of using fewer resources, saving energy, being recyclable and having a long service life.
- 1.4 Produce products and services that are safe and not harmful to the health of consumers and are reliable, as well as provide accurate and sufficient information to consumers.
- 1.5 Store customer information systematically, securely and not misuse customer information.
- 1.6 Determine the price of goods and services at a fair rate.
- 1.7 Establish a quality management system in accordance with international standards.

2. Employees

The Company believes that employees are a valuable resource and a factor of success, so it treats employees fairly based on the principles of human rights. Taking into account the needs of employees to create a good relationship between employees and the organization. Promote continuous skill development and increase potential while providing stability and career advancement with the following guidelines:

- 2.1. Recruit employees through an efficient and fair selection system and employment conditions to obtain high-quality and honest employees to participate in the work.
- 2.2. Take care of employees thoroughly and fairly, respect and protect employees' right to personal freedom from harassment, and support and respect employees' right to express their opinions freely.

- 2.3. Establish a complaint system. Report any inappropriate practices in accordance with the Code of Business Ethics, including protecting employees from being bullied or punished for complaints.
- 2.4. Develop employees of all professions thoroughly and continuously according to the appropriateness of their duties and responsibilities, as well as create a sense of morality for all employees.
- 2.5. Promote and encourage team collaboration to achieve organizational unity as well as create awareness for employees to be disciplined in their work.
- 2.6. Performance Evaluation and Remuneration Management the Company considers the suitability of the duties, responsibilities and abilities of each employee, as well as provides fair and appropriate welfare for employees and regularly supervises and improves the benefits.
- 2.7. Raise awareness and promote safe and hygienic work. Provide a good atmosphere and environment in the workplace for employees to work warmly like family.
- 2.8. Manage in accordance with the Occupational Health and Safety Management System and the Environmental Management System in accordance with international standards.
- 2.9. Encourage employees to have a balance between work and personal life.

3. Shareholders and Investors

The Company attaches great importance to shareholders and therefore requires the Company's executive directors and employees to operate their business in accordance with the principles of sustainable development and the Company's ideology to maximize benefits and continuously increase value for shareholders in the long term.

- 3.1. Manage the organization in accordance with the Company's vision and principles of sustainable development with honesty, prudence, and without personal conflicts of interest to create sustainable returns for all shareholders.
- 3.2. Respect the rights of shareholders and treat all shareholders fairly and equally, and do not take any action that violates or deprives shareholders of their rights.
- 3.3. Provide an opportunity for shareholders to propose the agenda of the Annual General Meeting of Shareholders and the list of directors in advance in a reasonable manner.
- 3.4. Adequately clarify the details of the shareholders' meeting as well as all information related to matters that require shareholders to decide at the meeting in advance.
- 3.5. Do not use the inside information that has not been disclosed to the public of the Board of Directors, executives and employees of related departments, including their spouses and minor

children, to seek benefits for themselves or others in an abusive manner that is an exploitation of shareholders.

- 3.6. Arrange for independent directors to take care of minority shareholders and receive complaints or suggestions from shareholders through channels organized by the Company and easily accessible.
- 3.7. Establish standards for internal controls, internal audits, and effective risk management.
- 3.8. Disclosure of important information of the Company The Company's financial reports and operating results are accurate, complete, timely, transparent and reliable, in order to know the Company's operating status regularly through channels that shareholders can easily access information.

4. Business partners or business relationships.

The Company adheres to the framework of fair-trade competition by strictly adhering to the compliance with contracts, business ethics and commitments made to its suppliers, with the following guidelines:

- 4.1. Establish clear regulations and procedures for sourcing suppliers.
- 4.2. Consider the appropriate and fair purchase price, taking into account the reasonableness, quality and service received, and be able to provide appropriate reasons when auditing.
- 4.3. Pay the Partner correctly and on time.
- 4.4. Conduct business in a sustainable and transparent manner by complying with the stipulated trade terms and contracts and being fair to those involved.
- 4.5. Do not solicit or receive any property or benefits from the Partner.
- 4.6. Exchange opinions and listen to suggestions or suggestions for improvement.
- 4.7. Support the supply of environmentally friendly products and community products.
- 4.8. Avoid buying with partners who violate human rights or intellectual property rights.
- 4.9. Do not disclose the Partner's information to others unless the Partner's consent is obtained.
- 4.10. Do not do business with partners who behave illegally or contrary to good order and morals.
- 4.11. Encourage and support suppliers to conduct business in accordance with the principles of sustainable rice development with social and environmental responsibility by adhering to the Supplier Code of Conduct.

5. Competitors

The Company operates its business with a policy of treating competitors fairly in accordance with the framework of fair-trade competition by adhering to fair business operations within the framework of laws and business ethics. Taking into account trade ethics and competition law, the guidelines are as follows:

- 5.1. Operate within the framework of the Rules of Good Competition and relevant laws in an ethical and transparent manner, including not taking advantage of competitors in an unlawful manner.
- 5.2. Do not seek confidential information by dishonest or inappropriate means.
- 5.3. Do not take any action that infringes the intellectual property of competitors.
- 5.4. Not to damage the reputation of competitors by making defamatory accusations without factual information.
- 5.5. Supporting and promoting free trade Avoid any kind of agreement with competitors that reduces or restricts trade competition.

6. Community and Society

The Company respects human rights and equal treatment. Conduct business with integrity to all stakeholders and uphold social responsibility. The Company aims to support activities to improve the quality of life and enhance the welfare of the community and society in which the Company operates its business as appropriate. In addition, employees and related persons are encouraged to participate in behaving as good citizens who benefit the community and society with the following guidelines:

- 6.1. Support and provide appropriate assistance to society and the community. Especially the communities around the company's establishments.
- 6.2. Protecting the Environment The community supervises the management and disposal of waste from both the production process and general use, as well as various contaminants into the external environment using effective technology and is continuously monitored and monitored.
- 6.3. Promote and support the organization of activities aimed at developing the potential and abilities of youth. Education, science, technology, sports, and art, as well as instilling morality and ethics in young people.
- 6.4. Support activities to help alleviate the suffering of disaster victims urgently, as well as develop the potential and livelihood of people in society, such as career development, building a strong community so that they can help themselves well.

- 6.5. Support medical and public health activities to ensure good health and quality of life for people in the community and society.
- 6.6. Promote and support artistic activities Cultural preservation and religious maintenance as appropriate.
- 6.7. Support foundations and public charities to help and share opportunities for the disadvantaged in society to live a better life. As well as supporting organizations that create activities that are beneficial to human resource development.
- 6.8. Provide opportunities for the community and all stakeholders to participate in the activities and provide opinions. Suggestions or complaints resulting from the Company's operations. It aims to enable the industry and the community to coexist in a sustainable way.

The Internal Information Policy, Confidentiality and Data Retention is effective from 11 January 2024 onwards, as determined by the Board of Directors at its meeting No. 1/2024 on 10 January 2024.



Mr. Seni Chittakasem
Chairman